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| WorkFirst Customized Community Initiative 2004-2005 |
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Name of Sponsoring LPA: North Snohomish County

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The EAGER PROGRAM- Entry, Assessment, GED, Employment, Retention

A GED is the minimum qualification for employment in most entry level jobs. People without a GED are denied access to jobs, career ladders, college prep, and wage progression. If the bywords for WorkFirst, (A Job, A Better Job, A better Life), are to be applied to all WorkFirst recipients equally, the barrier of not having a GED must be removed for those at the bottom rung of the employment and education ladder.

It is the purpose of this proposal to help TANF families achieve greater employment success and stay employed longer by providing education toward the goal of passing the GED. Simultaneously, a process will be implemented to diagnose possible learning disabilities that might be a barrier to achieving the GED goal in many cases.

I. Entry into EAGER

There will be three Target groups: those ready to take their GED, those needing some training or education, those that have a learning disability that through an accommodation can obtain their GED.

A). Fast Track- those who will be able to obtain their GED within 2 months. This will represent approximately 45% of the candidates. Referral into program can occur up to month 11.

B). Skills Needs- those who take a longer period of time to accomplish GED, They may also have a need for skills enhancement and may need to transition from this program to a CJST, prior to Job Search . This will represent approximately 35% of the candidates. Referral into program can occur up to month 10.

C). Learning Disabled- Those who have been identified in the screening process entering the program, or while in the program will be referred to the college Center for Disability Services for an assessment. The assessment will identify the disability and accommodations necessary for both classroom and employment setting. It is expected this group will take longer in obtaining the GED. This will represent approximately 20% of the candidates. Referral into this program can occur up to month 7.

Entry into the EAGER program will occur in an ongoing process on Mondays, enabling the program to provide service to client already on TANF and those newly entering each week .

Referral back to Case Manager or Job Search can occur at any time in any of these categories.

II. Activity Options while in EAGER

- A). Bundled Services- Each client chosen will have an individual course of instruction based on CASAS scores and the amount of time needed to prepare for and pass the GED. This would include Basic Life Skills, vocational assessments, identify strengths, problem solving. A full time classroom setting may not be most appropriate for those with learning disabilities. Some individuals may need services bundled with work programs to fulfill full time participation, give a sense of accomplishment and build work skills.
- B). For most EAGER participants GE will be a full time, stand alone component. Participant will be required to maintain attendance and WorkFirst standards, progressing at an optimal pace for the individual level. This will ensure they accomplish the GED and BLS, necessary to move them forward to Job Search and Employment.

III Tracking Participants

- A). In order to track participants we need a new contractor code established for Everett Community College to utilize with the GE Component.
- B). E-Jas will be utilized by all partners to communicate on client activities.
- C). Ev. C.C.'s reporting requirements for the GED program will be used to track client progression.
- D). Case Staffings will occur as necessary through out the program. As both an intervention process and determining the next logical step in the participant's progress toward Job Search and employment. (Clients not meeting required standards will be referred back for reevaluation for appropriate services)

IV Completion of the program

- A). Client receives GED
- Enters Job Search
 - Enters CJST, for those needing further skill enhancement
 - Enters CJ, for those with other special needs identified during EAGER
- B). Employment- Once employment is attained there will be a 3 month post employment follow up with a questionnaire and incentive, such as gift certificate for clothing. Those receiving LD assessments will be given certificates concerning job accommodations; this will be taken into account as part of the job entry process.

V Policy Exceptions needed

- GED as a full time, stand alone component
- Waive the JS 90 day requirement, for individuals who move from JS to EAGER.

Learning Disabilities accommodations for testing

- ❑ Large print with extended time
- ❑ Extended time (e.g. 1 ½ X)
- ❑ Audiocassette
- ❑ Scribe
- ❑ Calculator
- ❑ Private Room
- ❑ Supervised breaks

Examples of Learning Disabilities instructional techniques

- ❑ Reading disabilities: sequenced instruction emphasizing phonological skills
- ❑ Slow processing speed: timed drills in math to increase speed of recall/retrieval
- ❑ Short term memory: review and repeat, teach memory strategies, use audiotape, keep directions short, provide class notes
- ❑ Visual processing: use manipulatives, teach verbal mediation of visual/spatial skills
- ❑ Quantitative reasoning: teach problem solving, use practical everyday math, use calculators, drill for automaticity on math facts
- ❑ Inductive/Deductive reasoning: guide learning step by step, review and repeat, use manipulatives, teach problem solving skills

North Snohomish County Local Community Initiative Flow Chart
Entry, Assessment, GED, Employment, Retention Program
A Plan for TANF clients Eager to get their GED

